

From: "Patryk P. RYBIŃSKI" <patryk.rybinski@fad.lu>

Date: Thursday, 24 September 2020 at 06:24

To: Nathalie Morgenthaler <nathalie.morgenthaler@cet.lu>

Cc: Yon ELOSEGUI <yon.elosegui@fad.lu>, Christophe DELOGNE <christophe.delogne@fad.lu>, Gilles Boultsen <Gilles.Boultsen@cet.lu>

Subject: Re: CET 202005-055

Dear Ms. MORGENTHALER,

Thank you for taking the time to reply to our email. In reference to your below correspondence I must say we are under impression that you might be looking for additional meanings behind our request instead of focusing of what it truly is.

FAD has never asked CET to prioritize what you refer to as "any of the grounds over another" (I presume you refer to biological sex as well as gender identity). This has never been our proposal. We only kindly asked CET "to start including gender-parental discrimination in discussions with Luxembourg ministries and institutions" with an objective to raise awareness of the problem Luxembourg children (boys), men, fathers and families must face on a daily basis when dealing with Luxembourg institutional discrimination. This of course unfortunately includes also Luxembourg Family Courts.

You state that most of CET's work is not public. This must be evident because until April 2020 despite of FAD's involvement raising awareness of gender discrimination in Luxembourg we did not even know that CET exists.

As an organization FAD – Fathers Against Discrimination a.s.b.l. has held numerous meetings in the last year or so. We met with influential figures from political scene, government officials as well as private business sector supporters. We are fully aware of the political landscape of Luxembourg and we are of course very supportive of what you call "awareness raising, advocacy, discussion" etc. In the end all it matters is the final result but to have results you must have objective. Otherwise it just talking to talk.

As mentioned in my latest correspondence we do not recall a single time you or anyone associated with CET has ever mentioned the problem of parental-gender discrimination in your interviews or public performances (even if they are limited in number). I understand this is not always easy for the political reasons. Still, in light of the above I am sure you must agree that all considering we could be under impression you do not even recognize that institutional discrimination of men and fathers in Luxembourg even takes place.

As a final note, you stated in your email that CET "ensures that defending one cause is not done at the expense of another". We encourage CET to start following this idea.

FAD remains available for any support or help we could provide to assure that CET will not become another government dormant organization but a vibrant and in-partial office, free from ideological agendas with ambitious objectives truly looking to end any form of discrimination in Luxembourg.

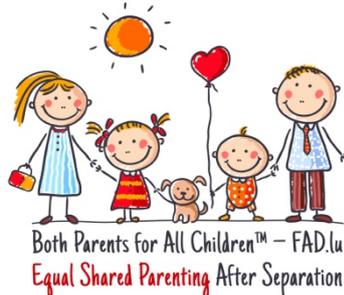
Have a pleasant day.

Kind regards,
Patryk P. RYBIŃSKI

Patryk P. RYBIŃSKI
President



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From: Nathalie Morgenthaler <nathalie.morgenthaler@cet.lu>
Date: Wednesday, 23 September 2020 at 13:30
To: "Patryk P. RYBINSKI" <patryk.rybinski@fad.lu>
Cc: Yon ELOSEGUI <yon.elosegui@fad.lu>, Christophe DELOGNE <christophe.delogne@fad.lu>, Gilles Boultsen <Gilles.Boultsen@cet.lu>,
Subject: RE: CET 202005-055

Dear Mr RYBINSKI,

Thank you for your feedback. We would like to reply to a few of the points you are mentioning.

Regarding using "gender" instead of "sex". Article 9 of the law of the 28 November 2006 (in French) uses the term "sexe", thus it is correct to use "sex" in English. But as stated in our FAQs we do include the biological sex as well as gender identity (<http://cet.lu/en/faq/>).

The CET does not and will not, prioritize any of these grounds over another, as you are proposing. All of them are important and every single act of discrimination based on any of the grounds is one too many. At the same time, we ensure that defending one cause is not done at the expense of another.

Finally, as a matter of fact, most of the CET's work is not public. Awareness raising and advocacy are not only done through public events but often behind the scenes. Discussions in the background, without accusing or exposing the counterpart, can often be more fruitful than attacking them in public. On other occasions, the CET does indeed (co-)organize public events and conferences, it always depends on what makes sense for a given project, context and topic.

Kind regards,



Nathalie MORGENTHALER
Directrice

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From: Patryk P. RYBINSKI <patryk.rybinski@fad.lu>
Sent: Monday, September 21, 2020 7:29
To: Nathalie Morgenthaler <nathalie.morgenthaler@cet.lu>
Cc: Yon ELOSEGUI <yon.elosegui@fad.lu>; Christophe DELOGNE <christophe.delogne@fad.lu>; Gilles Boultsen <Gilles.Boultsen@cet.lu>;
Subject: Re: CET 202005-055

Dear Ms. MORGENTHALER,

Thank you for your email and taking the time to meet with FAD representatives. In reference to your below email I would like to clarify that FAD did not ask you to intervene in on-going legal proceedings or comment them afterwards. Although, their bias nature is more than evident this has never been our request.

In your interview (14.05.202) with Luxemburger Wort you discuss requests CET receives asking for help with regards to different forms of discrimination. CET website states that discrimination can be based on the seven following reasons: nationality, race or ethnic group, sex, sexual orientation, religion or beliefs, a handicap, age. One of the reasons listed is sex although it would be more appropriate to call it "gender".

Homophobia, pay gap, racism are not the problems Luxembourg government and its institutions should be most concerned about. Violation of children's rights and gender-parental discrimination of fathers in Luxembourg institutions leading to fatherless homes is. A serious challenge our society faces, yet we cannot recall a single time in the last years organizations such as CET or Ministry of Equality between Women & Men discussing gender discrimination of men and fathers in public. We are trying to understand why?

Questions arise if you only look at the magnitude of the problem and the fact that the current Luxembourg government seems to choose not to acknowledge it. There could be different reasons behind it. One possibility is because there is no political incentive. Another possibility is it because of worry to antagonize feminist lobby in Luxembourg. Whatever the reason is this needs to change.

Going back to your recent correspondence we would like to state that FAD has reached out to you with a request for CET to familiarize itself with institutional discriminatory practices in Luxembourg. As a point of reference please find attach document with specific details and examples exposing gender-bias administrative practices.

We also would like to kindly ask CET to start including gender-parental discrimination in discussions with Luxembourg ministries and institutions.

I remain available for any questions you may have.

Kind regards,
Patryk

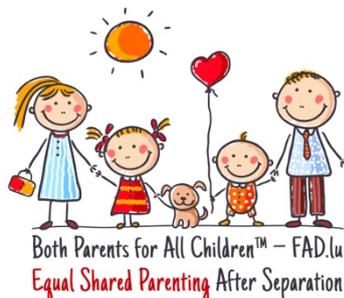
PS Should you like to read a little more about an on-going gender discrimination of fathers in Luxembourg Family Courts please find below link to the most recent article posted on FAD' website - <http://fad.lu/valeriedupongametoofeminist-appointed-a-new-luxembourg-batonnier-president-of-the-bar-association/>

Patryk P. RYBIŃSKI
President



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From: Nathalie Morgenthaler <nathalie.morgenthaler@cet.lu>
Date: Thursday, 17 September 2020 at 14:38
To: "Patryk P. RYBINSKI" <patryk.rybinski@fad.lu>
Subject: CET 202005-055

Dear Mr RYBINSKI,

Hereby, the CET would like to thank you again for both meetings we had recently.

As previously mentioned, the CET can't intervene in ongoing legal proceedings or comment them afterwards.

Therefore, the members of the CET have taken the decision to make a recommendation in their next annual report where they emphasize the importance of trainings and awareness raising in general and specifically for different professions.

We hope that this might contribute to defend your cause.

Kind regards,



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Directrice

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